

Before You Jump Ship

A job making higher wages is always better, right? You know that a job is more than just a paycheck. Use this worksheet to compare some basic economic factors before you decide on a new job or company. A higher wage job may not be the best option in the long run.

Factors	Job/Company 1	Job/Company 2
Hourly wages		
Work hours per week		
Annual pay		
Add: Other annual cash income		
Annual Gross Compensation		
Pre-Tax Deductions: (annual)		
Health insurance /FSA contributions		
Retirement savings contribution rate (___%)		
Other pre-tax deductions		
Tax Deductions: (annual)		
FICA taxes (7.65%)		
Federal income taxes (___% effective rate)		
State/Local income taxes (___% rate)		
Net Take Home		
Subtract Comparable Costs: (annual)		
Transportation/parking		
Uniform/clothing		
Other expenses		
“Really Feels Like”		
Add Employee Benefit Use: (annual)		
Retirement contributions		
Tuition Reimbursement		
Retirement savings employer match		
Other benefits		
“Net” Annual Economic Benefit		
Other considerations:		
Commuter time/total hours away from home		
Paid holidays		
Annual leave/vacation		
Sick leave		
Advancement potential		
Other		

*FICA and State/Local wages = Gross Compensation – Health insurance/FSA contributions.

**Federal wages = Gross Compensation – (total) Pre-tax Deductions.